EQUALITY COLORADO

The EQUAL Times

The Newsletter of Equality Colorado

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General Assembly Leans Right

1999, It's a Whole New Ballgame

by Patrick Steadman

When the 62nd Colorado General Assembly convened on January 6, 1999, the largest freshman class of newly elected legislators in many, many years was seated. Thanks to a constitutional amendment limiting the terms of state legislators to a maximum of eight years in each chamber, over one-fourth of Colorado's legislators were forced to give up their seats in the legislature after the 1998 election. Combined with the impact of the state's first new Governor in twelve years, Colorado politics have become a whole new ballgame!

Although the 1998 elections left the partisan balance in the state House and Senate relatively unchanged (the Democrats did gain one seat in the House), the Colorado General Assembly appears to have moved to the right and become more conservative. This is especially true of the Senate, where a number of prominent conservatives have won seats. The election of Rep. Russell George (R-Rifle) as Speaker of the House of Representatives, however, suggests moderation. And the closeness of the margin of victory in the Governor's race has lead many observers to predict moderation on the first floor of the State Capitol as well. So far, many cabinet appointments by Governor Bill Owens appear to be more pragmatic than ideological in nature.

At Mendez and Associates, we look ahead with both excitement and anticipation of what this new legislative session will bring. As a professional lobbying firm that counts Equality Lobby as a client, we have a daily presence at the capitol, working behind the scenes to insure that our clients' issues and concerns are brought to the forefront of each legislator's attention. The fact of the matter is that our work is made most effective when partnered with significant constituent lobbying. Constituent pressure from the legislator's district is an important supplement to the work of any professional lobbying firm.

Equality Lobby is Equality Colorado's sister organization designed to work with the Colorado General Assembly and represent the concerns of the gay, lesbian, bisexual, and transgender communities in Colorado. Equality Lobby is a 501 (c)4 organization under the IRS tax code, so contributions are not tax deductible. However, this tax status allows Equality Lobby to do all of the lobbying and political advocacy work that we can.

As a result of the 1998 elections, Equality Lobby has a tough road ahead. The new governor has already stated his willingness (in fact, eagerness) to sign into law legislation banning same-sex marriages in Colorado. Although such an act in itself won't change much in Colorado, as same-sex marriage is not possible under current law, it illustrates the change that has taken place with the election of Governor Bill Owens and signals cause for even greater concern.

Will a ban on same-sex marriage be the only anti-gay bill that makes it to Governor Owens' desk? How radical will our opponents in the Colorado legislature become now that they have a friend in the Governor's office and we don't?

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DPS to Expand Employee and Student Policies

Tales of intolerance surprised Denver Public School Board members at a recent hearing on January 7, to discuss the expansion of protections for gay, lesbian, bisexual and transgender students and staff in all district policies. Currently, enforcement of existing policies is inconsistent. The district already prohibits discrimination based on sexual orientation in most policies and practices.

A task force comprised of board members and community leaders has been looking at the issue for several months and has expanded the review to also include protection based on gender identity. A final vote on the proposal is expected on January 21.

Hearing emotional testimony from gay students, teachers and parents about their experiences of assaults, threats and taunts, the Board promised to protect gay, lesbian, bisexual and transgender employees and students as well as enforce current policies for all students and faculty.

"We have to be vigilant," said board member Rita Moreno. Superintendent Irv Moskowitz shared his embarrassment at the stories heard at the January 7 meeting. "We have to make sure our policies are enforced," he said to the crowd of several hundred people packing the DPS Board room.

While listening to arguments to expand protections for gays, the board was admonished by three people, most notably, Paul Cameron. The majority of speakers were in favor of the task force's recommendations.

Paul Cameron who frequently publishes "scientific research" on gays and lesbians threatened a lawsuit saying, "You're about to further the interests of the gay movement," and added that gay teachers are more likely to have sexual relations with students.

Several Board members expressed outrage at Cameron's repudiated research. "I have no problem supporting gay rights," said Board member Elaine Berman.

Equality Happenings

Anti-Violence Project introduces

"Street Smarts"

A four week, four session "short course" beginning Wednesday, February 10, and designed to give GLBT men and women the awareness and skills to be a little safer everywhere they go.

(see page 5 for details)

VOICES OF FAITH

presents

STEALING JESUS: HOW FUNDAMENTALISM BETRAYS CHRISTIANITY
BY BRUCE BAWER

A Book Study

Tuesdays
February (2, 9,16, 23)
7:30-9:30 PM

Call Kevin at Voices of Faith for more information and exact location

Free Admission: At-will Offering
For more information:
303-839-5540 x3

Save the Date(s)!
Equality Begins At Home
March 21-27
Look for local and statewide actions in your communities
Contact Nick Sarchet at
Equality Colorado 303-839-5540

Director's Cut by Sue Anderson

Where Do We Go From Here?

1999 brings in a whole new year at Equality Colorado in so many ways. First, we are very excited to welcome two new staff members this month, Christy Pitts and Hope Artichoker. Christy is our full-time organizer in Colorado Springs while Hope is our field organizer based in the Denver office. Welcome to both Christy and Hope! Also, we have grown enough to have a Development Director for the first time who is handling the bulk of fundraising activities. Welcome to Joanna Dueñas in that position. This growth is an important step for Equality Colorado as it means increased stability for the organization and being able to get the message of justice and equality for all out into the world more effectively.

"This expansion of our organizing program is not the only growth we are experiencing this year as the Colorado Safe Schools Coalition also continues to grow and has now gotten its first grants to work on documentation and prevention of anti-GLBT violence in the schools."

This expansion of our organizing program is not the only growth we are experiencing this year as the Colorado Safe Schools Coalition also continues to grow and has now gotten its first grants to work on documentation and prevention of anti-GLBT violence in the schools. The opening of offices in Grand Junction and Colorado Springs means a better presence for all of our programs outside of the metro Denver area and the ability to serve victims of crime more directly in those communities.

The Colorado General Assembly and the Governor's office also bring new things to us in 1999 and that is not always such a great thing. We expect to see more activity than ever at the state legislature on GLBT related issues, but we also see a more conservative Senate and a more conservative Governor than we have had in the past. Although there are a solid group of moderate Republicans in the legislature, there are also many elected officials who adamantly oppose an agenda of fairness that includes GLBT issues. We will again be working on various bills at the legislature in a continuing effort to highlight various concerns facing GLBT people and our allies.

We are working again on the Hate Crimes bill, this year working bills in both chambers. Equality Colorado, along with supporting organizations, has worked to introduce, with the sponsorship of Representative Penfield Tate (D-Denver) and Senator Dorothy Rupert (D-Boulder), two bills which would expand Colorado's Ethnic Intimidation Law by:

- including sexual orientation, disability, and age;
- changing the name of the offense to "hate crime."

Senate Bill 49 and House Bill 1074 were heard in the respective Judiciary Committees. SB 49 tied in the Senate committee while HB 1074 passed from committee on a 9-4 vote and now goes to appropriations.

Matthew Shepard's murder last October brought the issue of anti-gay violence into focus for many people who were stunned by the sheer brutality of the crime. His murder led to renewed calls to pass hate crimes legislation and, of course, renewed opposition to such legislation. Hate crimes are those that are committed because of the perpetrator's motivation of bias against a particular group of people.

We are proposing hate crimes legislation for a variety of reasons. First, hate crimes exist and are a problem for people from various communities. Hate crime laws do not affect people's right to free speech. In Colorado, the legislature sends a mixed message by having a hate crime law that covers race, religion, national origin, color or ancestry. The message that is sent says that crimes committed because of a bias against these categories should be punished with an additional charge, but crimes because of bias based on sexual orientation, disability or age should not. If we are to have a hate crime law, it should cover all vulnerable categories.

Second, hate crime laws send a message that hate violence will not be tolerated and give law enforcement and community agencies a tool to use in documenting and preventing such crimes. The law won't stop hate crimes, but the message of intolerance of such criminal activity is an important one to send.

Finally, the National Institute Against Prejudice and Violence has found that hate crime victims suffer two to three times more psychological trauma than victims of random crimes. This may be true, in part, because hate crimes are typically far more brutal than crimes of opportunity. Additionally hate crimes affect whole communities and create fear among people who feel at risk.

THINGS YOU CAN DO:

1. Write and call your Representative and ask him or her to support HB 1074 - urge your friends and family members to do the same. Meet with your legislator face to face if at all possible and talk about why it is important.
2. Get any organizations you are involved in to support the Hate Crimes Bills.

Other legislative activity this year will include the civil rights bill to add sexual orientation to existing civil rights laws. Rep. Gloria Leyba (D-Denver) is sponsoring this legislation again to bring Colorado up to date with the other ten states in the country that prohibit discrimination on the basis of sexual orientation. Currently Colorado does not prohibit such discrimination and protections exist on the municipal level only in Denver, Boulder, Aspen, Telluride and Crested Butte. An attempt to enact such an ordinance in Fort Collins in 1998 passed their City Council, but was defeated by voters in November.

Sen. Pat Pascoe (D-Denver) is sponsoring SB 78 to provide a process for establishing committed same-sex partnerships and protecting these relationships in probate court so that if a member of a partnership dies without a will, the surviving partner would inherit. This kind of legislation is critical to not only protect our relationships when we don't have wills, but also could give some measure of support in the event that someone dies who has a will and it is challenged in court.

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The Equal Times is the newsletter of Equality Colorado. Equality Colorado's mission is to work to secure equality and justice for lesbian, gay, bisexual and transgender people. We seek to create an environment where people are respected, open dialogue is encouraged and the truth is spoken about the diversity of our families and sexual identities.

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Lean to the Right cont.

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On the positive side, will the new governor sign a hate crimes bill that includes sexual orientation? Each year for the past several years, hate crimes legislation initiated by Equality Lobby and sponsored by our friends in the legislature has come closer to passage. Senator Dorothy Rupert of Boulder carried a hate crimes bill through the state Senate in 1997 only to see it die in the House. But the House has changed, and Sen. Rupert and Representative Penfield Tate of Denver are introducing the legislation again. Will 1999 be the year that the bill finally passes both chambers? And if it is, what will the new governor do?

Each of us can make a difference in the answers to these many questions. By becoming involved with Equality Lobby, you can learn more about the hate crimes bill and other legislation of concern to the GLBT community.

Attending Lobby Day and lunch at the Capitol on January 29, 1999 is another important way to support the efforts of Equality Lobby. You may want to call your legislators and let them know you will be attending, as they have been invited to attend as our guest (that means at no charge...legislators are always having someone buy them lunch). If they know that their constituents will be there, they are more likely to attend.

More importantly, by contacting your elected representatives you can let them know that there is support for hate crimes laws, or equal rights, or whatever matter is the issue of the day. Representatives and senators need to hear from their constituents. By simply leaving a voice mail message urging support or opposition to a particular bill, you can make a difference in how that person votes, or at least in how they perceive an issue. Contacting your legislators is crucial, and establishing a relationship with them is even better.

A professional lobbying firm can represent the interests of their clients, but grass roots pressure is still the basic unit of political currency. All politics are local, and citizen involvement still trumps what goes on under the dome.

Patrick Steadman is a lawyer, long-time community activist, and lobbyist with Mendez and Associates

Director's Cut cont.

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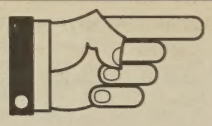
Finally, Sen. Rupert will also be sponsoring a bill to address violence and harassment in schools and specifically includes sexual orientation. By the time you are reading this, both this and the civil rights bill will have been introduced and have bill numbers, so keep in touch with Equality to be updated on what's happening. Additionally, we expect to see the bill to ban same-sex marriages that has been introduced the past three years at the legislature. As of press time, it had not been introduced, but Governor Owens has promised to sign it if.it gets to his desk, unlike his predecessor who vetoed it twice.

The legislature often feels like a far away and mythical process that doesn't concern us. The truth is very far from that feeling. Our involvement in the process does make a difference. Legislators are people with feelings and thoughts about these issues who also have to be well informed on five hundred other bills each year. By taking the time to talk with them and let them know why these issues are important to us, we can make a difference. If you're not sure how to do that or want more information, think about attending Lobby Day on January 29 (see the information on this page) or call us at Equality and we are happy to help.



Equality Colorado Wish List

- office supplies
- Macintosh computers
- laptop computer
- copy paper
- flip chart and easel
- TV/VCR
- $$$
- frequent flyer miles or plane tickets
- volunteer time

Liberty and Justice For All... No Exceptions

LOBBY DAY! Learn to be an effective constituent lobbyist
Get updated about current legislative issues effecting our lives

LEGISLATIVE LUNCHEON! Meet legislators and hear a powerful panel
From Taunting to Terrorism: Making Schools Safe for All Youth

Shake Up the Legislature!

Friday, January 29, 1999

Lobby Day Training Info:

WHEN:	8:00 a.m. to 11:30 a.m.
WHERE:	location provided with phone registration
Cost:	$5.00

Luncheon Info:

WHEN:	12:00 p.m. to 1:30 p.m.
WHERE:	location provided with phone registration
COST:	$12.00

Attend both for $15.00 / Scholarships available

Please R.S.V.P. to Sue Anderson, 303-839-5540

Too busy to attend Lobby Day? Yet, still want to get updated about current legislative issues and meet your legislators in a safe and intimate setting? Then consider hosting or attending a legislative house party!

We'll help with the planning and publicity. You invite your neighbors and friends to become more involved and educated about the legislative process.

Scheduled House Parties:

February 4 - Aurora
February 11 - Thornton
February 11 - Denver
March 4 - Lakewood

*More house parties are being planned in Arapahoe County, Douglas County, Colorado Springs, Durango and Grand Junction. If you wish to host or attend a legislative house party, call 303-839-5540 or respond by email: ecduenas@aol.com

HAVE YOU EXPERIENCED DISCRIMINATION?

Colorado Legal Initiatives Project (CLIP) has been representing the GLBT community on numerous issues since our victory over Amendment 2.
If you or someone you know, has been the victim of discrimination on the basis of sexual orientation, or has questions about their family rights, please call us at 303-830-2100.

▼ THE LESBIAN & GAY PINK PAGES ▼
"The Original Community Phone Book"

Find it all in the Pink Pages!

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Voices of Faith | Legislature '99

For Faith Too, Equality Begins at Home

Kevin Maly

WWJD. THE LETTERS ARE SEEMINGLY ubiquitous. You see them on key chains, on wristbands, on bumper stickers, on buttons, backpacks, and baseball caps, all of which belong, usually, to the well-scrubbed offspring of the white middle-class.

These ever-present initials are, of course, a stand-in for the question "What Would Jesus Do?" While not a bad thing to ask, I, along with friends, family, and acquaintances, place the artifacts and their wearers somewhere on a continuum from "vaguely disturbing" to "downright scary."

My nephew, a first-year student at a church-related college where those bearing WWJD paraphernalia far outnumber those who do not, has employed a bit of revisionism and poses the question in some other ways, including "What (or Where) Would Jesus Drink?" and "Who Would Jesus Do?"

The nephew means no disrespect. Rather, he, along with many of us, suspects that those who sport the WWJD question have a set of ready-made answers that issue forth from the mouth of a Jesus who bears an uncanny resemblance to some conservative, gentile, fundamentalist preacher from the 'burbs. And as anyone, Christian or not, who has critically studied the stories of Jesus' teachings knows, this sort of Jesus definitely will not do. Even a little dabbling in the historical-critical methods of studying the Gospels will lead one to understand that the Jesus of Scripture was (is?) one who called the oppressive, established religious order of the privileged into radical question.

What I'm up to here is making my bid for how "Equality Begins at Home." I'm tired of how a particularly partisan portion of the population is "Stealing Jesus" — to borrow Bruce Bawer's book title — and I, as a gay Christian, am ready to steal Jesus back again. (I'm also ready to steal back the word "Christian.")

"Equality begins at home" means that it's high time for LGBT people of faith to stop complaining about how our faith communities have marginalized us. It's time instead for us to reclaim our faith traditions, our scriptures, our liturgies, our b'nai mitzvot, our baptisms, our places beneath the chupah, our marriage vows, and our places in the pulpit and at the altar. It's time for LGBT Jews, Christians, Muslims, and others to stop being defensive about our sexual orientations and gender identities. Instead, it's time for us to say that we too read our scriptures and we too listen to our traditions. And then it's time for us, the lesbian, gay, bisexual, and transgender people of faith to exercise the right, the privilege, and the responsibility to proactively speak forth and live out our faith traditions.

Let me give an example from my perspective as a Christian of how to do this. Let me ask the question of what the Jesus of the Gospels might lend to the debate over the inclusion of LGBT people in hate crime legislation. (Even as I write this I get a little queasy; we've got to admit somewhere that neither our books nor our traditions can address *all* the complexities of our post-modern world.) As I think about some beaten, bloody victim of a hate crime lying at the side of a road, I think of Jesus' story about another young man lying robbed, beaten, and in need of help (Luke 10.29-37). Both a priest and a high-ranking lay religious official observe the badly wounded man, yet they steer clear of him, refusing their assistance. The victim, being bloody and probably near death, would in Jesus' time be a source of defilement, and even to go near him, let alone touch him would be to become "unclean" according to scripture and tradition. In somewhat like manner, the "religious right" of today view LGBT people as unclean; to come to their aid would definitely *not* be "religiously correct." But the story continues: a person from Samaria comes by, and, moved with compassion, he rescues the wounded one from sure death. Now any good religious person of that day would know that someone from Samaria is "unsaved," and outside the "true" religion. This isn't so different from how people of today's "religious right" view those who advocate the inclusion of LGBT people in hate crime legislation. Jesus, however, stands ever-ready to turn the established order on its head. In Jesus' telling of the story, it is the Samaritan, the "unsaved one," who fulfills the will of God. With this story then, Jesus, the rabbi from Nazareth, tells members of the religious establishment to shut up with their self-righteous, judgmental legalism and get on with what the Hebrew prophet Micah said was what God wants of us, "to do justice, to love kindness, and to walk humbly before God."

Claiming or reclaiming our rightful places in our faith traditions must, however, entail a great deal more than the reclamation of our privileges. Equality means we must reshoulder our responsibilities as well. All the great faith traditions of our world speak of our duty to have compassion upon one another, our responsibility to work for justice, our need to care for the creation. Our work of faith as LGBT people cannot be to work only for our own community or our own issues. As people of faith we must be concerned for all to whom justice is denied. We must be concerned for the poor, the vulnerable, and the marginalized. We must care about what happens in Latin America, in the Middle East, in India, and in Africa. We must care about the quality of our air, our water, and our land. We must care about working conditions in realms beyond our borders, we must care about the rights of women and children throughout the world, we must care about human rights violations around the globe, we must care about accessibility for the differently abled. And the list goes on and on.

"All the great faith traditions of our world speak of our duty to have compassion upon one another, our responsibility to work for justice, our need to care for the creation. Our work of faith as LGBT people cannot be to work only for our owncommunity or our own issues."

You may be aware at this point that I have just gone "global." And you may hear this as a contradiction to "Equality begins at home." I hope the contradiction is only one of "seems, " not "is." I am suggesting that when we, as people of faith, begin our work for equality at home we will find that the responsibilities of faith fling us far out into the world with all its myriad injustices, its mangled institutions, and its multiplicity of needs. This may seem a daunting task, especially when we as LGBT people are still marginalized, but as we begin our work in the world, we will begin to find our at-home allies; we will begin to find the other ones in our communities who can no longer abide the seemingly infinite institutions of injustice, dehumanization, and destruction. We then begin on our blocks to build our coalitions. Our block builds on the next block . . . and the next . . . and the next . . . . and soon we become a force throughout our state, our nation, and our world to be reckoned with.

Doubtless, in the midst of this there will be the times when we get discouraged and tired, and we will want to quit, to go back to the old ways, to sink back into a self-centered cynicism or bitterness. At this point, however, another opportunity to reclaim something from our faith traditions appears. That something often goes by the name of "prayer," or "meditation" or "reflection." Whatever the name, it involves a reconnection to that which is transcendent. It is in these disciplined moments of reconnection that we will gain and regain each day the hope and strength that are necessary for the long and often arduous journey. But without that strength, when we stumble, we shall surely fall, and falling we shall surely find it increasingly difficult to dust ourselves off and get back up again. Equality means we both can and must reclaim our identities as people of prayer, meditation, reflection.

Equality begins at home. Let us individually and in groups claim anew our faith traditions. But let us remember too that this reclamation involves both our rights and our responsibilities. Equality cannot stay at home; rather, with faith, equality thrusts us out into the world where we must daily do the hard work that will one day lead to justice for all, with no exceptions.

May our good works of faith bring that day ever closer.

How Wrong is the "Religious Right"?

Voices of Faith, Equality Colorado
***presents* a book study:**
Stealing Jesus: How Fundamentalism Betrays Christianity
by Bruce Bawer

This study group will meet in Denver on Tuesdays in February (2, 9, 16, 23) • 7:30–9 p.m.
Call Kevin at Voices of Faith for more information, location and registration at 303.839.5540.

Anti-Violence Project

Legislature '99

24 Hour Crisis Line

In the Denver area:
(303) 852-5094

Statewide:
(888) 557-4441 ext.2

Upcoming Events

February 10, Street Smarts
Four week course: self-defense skills, conflict de-escalation strategies, and basic personal awareness.

April, AVP Crisis Line Training
Volunteers needed to staff the 24 hour crisis line

For more information or to schedule training call (303) 839-5540 ext.2

Be Aware, Do Your Share

Denise de Percin

What would it take for you to believe that your action - or inaction - makes all the difference to each of us as individuals and to the entire GLBT community?

It is December as I write this, with Monica-gate, the impeachment, Bob Livingston's resignation, and the bombing of Iraq, all unfolding. A Senate trial looms on the horizon. The idea of a single individual affecting a completely self-absorbed political process rings slightly hollow, even to me.

But ultimately, I believe it is *only* the individual who affects change in our community. Change transpires when we come out to our family, friends, co-workers. Change transpires when we tell our stories to the world. Change transpires when we resist being victims. Change transpires when we support individuals and groups that advocate for change.

Colorado has no hate crimes bill. Of course you know this; it's part of the reason there was such a shocked and outraged reaction here to the torture and murder of Matthew Shepard. While the nation was pointing its finger at Wyoming, we knew the terrifying truth: to be queer in Colorado is not much better. Sure we have bars and bookstores, political organizations, community centers and social groups. But we *don't* have statewide legal protections.

Ten years ago Colorado enacted an "ethnic intimidation" bill. For the last 5 years Equality Colorado's sister organization, Equality Lobby, has worked to amend this bill to include sexual orientation, (dis)ability, and gender. Each year our efforts carry us a little further. This year we will try again, with many old allies and some new ones. There is a certain urgency about our mission this time, because the consequences of our lack of protection have struck close to our homes and hearts.

Our truth is that we are targeted because we are gay, lesbian, bisexual or transgender. Violence, or the threat of violence, touches the lives of every one of us in some way. The privileges of class, gender or race may provide the illusion of safety, but violence has no respect for imagined security. Unfortunately, this constant reminder of our vulnerability frequently starts in school when we are young, and follows us as we grow up and move into the workplace.

Part of what drives Hate Crimes policy and legislation are the statistics and stories we produce for legislators each year about anti-gay hate crimes. However, only an estimated 10% of law enforcement agencies in Colorado actively try to collect statistics on anti-gay hate crimes.

We cannot depend on anyone else to do this work for us. The GLBT community must understand that it is critical that we report each and every incident that occurs. Reporting to the Anti-Violence Project does not mean you must go to the police. You don't even have to give us your name or other identifying information. What we need is the stories and the truths about what we experience in our everyday lives so that legislators understand the profound impact that even "minor" incidents like threats and harassment have on our lives and our community.

"Part of what drives Hate Crimes policy and legislation are the statistics and stories we produce for legislators each year about anti-gay hate crimes. However, only an estimated 10% of law enforcement agencies in Colorado actively try to collect statistics on anti-gay hate crimes."

In the aftermath of Matthew Shepard, many people expressed a desire to do something but weren't sure what to do. Our success in ending homophobic violence depends on each and every person in our community realizing they have a personal role to play in this effort. If you believe it is important to give back to the community and help make us safer, choose at least one of the below and act on it today:

- **Pick up your pen:** Our legislative session begins January 6. Now is the time to write, phone or e-mail your legislators and let him or her know you expect support for the bias-crime bill. Equality has the names and numbers of your legislator in our office and on our website.
- **Pick up your phone:** If you have been the victim of violence, or know someone who has, call and report it to the Anti-Violence project. We can also provide help if you are having a difficult time in the aftermath of a violent crime.
- **Pick up your checkbook:** Contribute much needed dollars to legislators who support our issues, to Equality Lobby, or the Anti-Violence Project.
- **Pick up your daytimer:** Are you still watching reruns of Seinfeld? Volunteer to do something social (like stuffing envelopes), something energetic (like putting up posters or fliers) or something substantive (like training to work on the crisis line).
- **Pick up your friends:** Get folks you know together and organize a training or other event in your hometown. Anti-Violence Project staff will travel to any of the four corners of Colorado to help raise awareness and educate.
- **Pick up a poster:** The Colorado Safe Schools Coalition is working to get posters for GLBT teens up in high schools around Colorado. If you work in a school, or know someone who does, consider asking the administration for permission to put up posters in your school.

AVP SERVICES AND PROGRAMS

Each day staff, interns, and volunteers of the Anti-Violence Project search for better ways to meet the needs of GLBT victims of violence through one of four program areas. If we can help you in any way - through education, training, prevention awareness - call us soon.

- We provide direct services, referrals and information to victims of violence through our 24 hour statewide crisis line.
- We provide training and education for law enforcement, victim advocates, and community based organizations on GLBT violence issues.
- We provide outreach and education to our own community about violence and safety issues.
- We provide staff to the Colorado Safe Schools Coalition, working to stop violence before it starts, by educating students, faculty and administrators.

ARAPAHOE COUNTY SHERIFF'S OFFICE
5886 S. Court Place, Littleton CO 80120-1200

Sheriff Patrick J. Sullivan, Jr.

(303) 734-5101 / FAX (303) 734-5144
Web:http://www.sheriff.co.arapahoe.co.us/patrol
Email: sullivan@csn.net

To report a crime (303) 795-4711

EQUALITY COLORADO

1999 List of elected officials & positions

Colorado State Officials
General Bill Info. - 303- 866-3055

Governor Bill Owens
136 State Capitol
Denver, CO 80203
(303) 866-2471 • fax (303) 866-2003

Lieutenant Governor Joe Rogers
State Capitol, Room 130
Denver, CO 80203
(303) 866-2087

Attorney General Ken Salazar
1525 Sherman, 5th Floor
Denver, CO 80203
(303) 866-3611

State Treasurer Mike Coffman
State Capitol, Room 190
Denver, CO 80203
(303) 866-2441

Secretary of State Vikki Buckley
1560 Broadway, Room 200
Denver, CO 80202
(303) 894-2204

Colorado State Representatives

Colorado House of Representatives
State Capitol • Denver, CO 80203
Phone: (303) 866-2904 • (800) 811-7647
Fax: (303) 866-2291

House Speaker - Russ George
House Maj. Leader - Doug Dean
House Minority Leader - Ken Gordon

State Representatives by district and party affiliation:

1	D	Fran Coleman	303-866-2966
2	D	Gloria Leyba	-2911
3	D	Jennifer Veiga	-2921
4	D	Frana Mace	-2954
5	D	Nolbert Chavez	-2925
6	D	Dan Grossman	-2015
7	D	Benjamin Clarke	-2909
8	D	Penfield Tate	-2959
9	D	Ken Gordon	-2967
10	D	Dorothy Gotlieb	-2910
11	D	Todd Saliman	-5524
12	R	Bill Swenson	-2920
13	D	Tom Plant	-2938
14	D	Ron Tupa	-2915
15	R	Ron May	-5525
16	R	Bill Sinclair	-2965
17	R	Andy McElhaney	-3069
18	R	Doug Dean	-2960
19	R	Richard D. Decker	-2946
20	R	Lynn Hefley	-2924
21	R	Keith King	-2191
22	R	Marcy Morrison	-2937
23	R	Penn Pfiffner	-2951
24	D	Moe Keller	-5522
25	R	John Witwer	-2957
26	R	Scott McKay	-2923
27	D	Sue Windels	-2962
28	R	Don Lee	-2939
29	R	Mark Paschall	-2950
30	R	Rob Fairbank	-2927
31	D	Paul Zimmerman	-2918
32	D	Valentin J. Vigil	-2964
33	R	Shawn Mitchell	-4667
34	D	Lois Tochtrop	-2931
35	D	Ann F. Ragsdale	-2843
36	D	Stephanie Takis	-2912
37	R	Lauri Clapp	-5510
38	R	Joe Stengel	-2953
39	R	Nancy Spence	-2935
40	R	Gary McPherson	-2944
41	D	Suzanne Williams	-2919
42	D	Bob Hagedorn	-3911
43	R	Debbie Allen	-2942
44	R	Lola Spradley	-3540
45	R	Joyce Lawrence	-2922
46	D	Abel J. Tapia	-2968
47	R	Kenneth Kester	-2948
48	R	W. H. "Bill" Webster	-2943
49	R	Steve Johnson	-2907
50	R	Tambor Williams	-2929
51	R	Bill Kaufman	-2947
52	R	Steve Tool	-4569
53	D	Bob Bacon	-2917
54	R	Matt Smith	-3068
55	R	Gayle Berry	-2908
56	R	Jack Taylor	-2949
57	R	Russ George	-2346
58	R	Kay Alexander	-2955
59	R	Mark Larson	-2914
60	D	Al Gagliardi	-2963
61	D	Carl Miller	-2952
62	R	Bryan Sullivant	-2916
63	R	Brad Young	-2940
64	R	Joe Nuñez	-2936
65	R	Don Ament	-3706

Colorado State Senators

Colorado Senate
State Capitol
Denver, CO 80203
(888) 473-8136 (outside Denver area)
Democrats (303) 866-4865
Fax: (303) 866-4543
Republicans (303) 866-4866
Fax: (303) 866-2012

Senate President - Ray Powers
Senate Majority Leader - Tom Blickensderfer
Senate Minority Leader - Mike Feeley

State Senators by district and party affiliation:

1	R	Marilyn Musgrave	303-866-4866
2	R	Mark D. Hillman	-4866
3	D	Bill Thiebaut, Jr	-4865
4	R	Ken Chlouber	-4866
5	R	Gigi Dennis	-4866
6	D	Jim Dyer	-4866
7	R	Ron Teck	-4866
8	R	Dave Wattenberg	-4866
9	R	Doug Lamborn	-4835
10	R	Ray Powers	-4866
11	R	Mary Ellen Epps	-4866
12	R	MaryAnne Tebedo	-4880
13	R	Tony Grampsas	-4866
14	D	Peggy Reeves	-4865
15	D	Stan Matsunaka	-4865
16	R	Dave Owen	-4866
17	D	Terry Phillips	-4865
18	D	Dorothy Rupert	-4872
19	R	Jim Congrove	-4866
20	D	Ed Perlmutter	-4865
21	D	Michael Feeley	-2318
22	R	Norma V. Anderson	-4866
23	R	Ken Arnold	-4866
24	D	Alice J. Nichol	-4865
25	D	Bob Martinez	-4865
26	R	Tom Blickensderfer	-2587
27	R	John Andrews	-4883
28	R	Elsie Lacy	-2587
29	D	Frank Weddig	-4865
30	R	John Evans	-4866
31	D	Doug Linkhart	-4865
32	D	Pat Pascoe	-4852
33	D	Gloria Tanner	-4864

1999 Senate Legislative Committees

Agriculture, Natural Resources, & Energy - Senators Wattenberg, Chairman; Chlouber, Vice-Chair; Hillman, Dennis,Dyer, Phillips, Nichol

Appropriations - Senators Lacy, Chairman; Owen, Vice-Chair; Grampsas, Arnold, Chlouber, Lamborn, Tanner, Thiebaut, Phillips, Reeves

Business Affairs & Labor - Senators Anderson, Chairman; Teck, Vice-Chair; Chlouber, Wattenberg, Grampsas, Hernandez, Matsunaka, Phillips, Nichol

Education - Senators Arnold, Chair; Andrews, Vice-Chair; Anderson, Teck, Thiebaut, Pascoe, Matsunaka

Finance - Senators Grampsas, Chairman; Lamborn, Vice-Chair; Tebedo, Andrews, Pascoe, Linkhart, Perlmutter

Health, Environment, Welfare, and Institutions - Senators Epps, Chairman; Evans, Vice-Chair; Wham, Musgrave, Reeves, Linkhart, Rupert

Judiciary - Senators Wham, Chairman; Arnold, Vice-Chair, Andrews, Epps, Evans, Perlmutter, Thiebaut, Rupert

Local Government - Senators Congrove, Chairman; Hillman, Vice-Chair; Teck, Anderson, Weddig, Rupert, Reeves

State, Veterans, and Military Affairs - Senators Tebedo, Chairman; Congrove, Vice-Chairman; Hillman, Musgrave, Pascoe, Weddig, Dyer, Martinez

Transportation - Senators Musgrave, Chairman; Dennis, Vice-Chair; Evans, Epps, Dyer, Nichol, Thiebaut

Joint Budget Committee - Senator Lacy, Chairman; Representative Tool, Vice-Chairman; Senators Owen, Tanner; Representatives Berry, Saliman

1999 House Legislative Committees

Agriculture, Natural Resources & Energy - Representatives Young, Chairman; Johnson, Vice-Chair; Alexander, Ament, Coleman, Gagliardi, Grossman, Miller,. Plant, Smith, Spardley, Taylor, Webster

Appropriations - Representatives Tool, Chairman; Berry, Vice-Chairman; Allen, Ament, Bacon, McPherson, Saliman, Spence, Tapia, Vigil, Young

Business Affairs & Labor - Representatives Taylor, Chairman; T. Williams, Vice-Chairman; Ament, Coleman, Kester, Larson, May, Miller, Spradley, Takis, Tate, Zimmerman

Education - Representatives Allen, Chairman; Gotlieb, Vice-Chairman; Bacon, Decker, Keller, King, Lee, Spence, Sullivant, Tupa, Windels

Finance - Representatives McPherson, Chairman; Sullivant, Vice-Chairman; Fairbank, Keller, King, McKay, Paschall, Pfiffner, Stengel, Takis, Tapia, Tate, Vigil

Health, Education, Welfare, & Institutions - Representatives Morrison, Chairman; Alexander, Vice-Chair; Chavez, Clarke, Fairbank, Hagedorn, Hefley, Johnson, Lawrence, Leyba, Mitchell, Tochtrop, Witwer

Judiciary - Representatives Kaufman, Chairman; Lawrence, Vice-Chairman; Clarke, Decker, Grossman, Hefley, Leyba, McPherson, Mitchell, Morrison, Spence, Veiga, S. Williams

Local Government - Representatives Smith, Chairman; Sinclair, Vice-Chairman; Clapp, Kester, Mace, Plant, Ragsdale, Swenson, Webster, T. Williams, Veiga

State, Veterans, & Military Affairs - Representatives McElhany, Chairman; Paschall, Vice-Chairman; Clapp, Gagliardi, Hagedorn, Lee, Nuñez, Pfiffner, Sinclair, Stengel, Tochtrop, Tupa, Windels

Transportation - Representatives Swenson, Chairman; Larson, Vice-Chairman; Gotlieb, Mace, May, McElhany, Nuñez, Ragsdale, S. Williams, Witwer, Zimmerman

1999 Federal Elected Officials

President
President Bill Clinton

United States Senate
1-800-972-3524

Wayne Allard
716 Hart Senate Building
Washington, DC 20510
Phone: (202) 224-5941
(303) 220-8126 Fax (202) 224-6471
local: same as phone

Ben Nighthorse Campbell
380 Russell Senate Building
Washington, DC 20510
Phone: (202) 224-5852
(303) 866-1900 Fax: (303) 866-1919

United States Congress
1-800-972-3524

District 1: Diana DeGette
1404 Longworth House Building
Washington, DC 20515
Phone: (202) 225-4431
(303) 844-4988 Fax: (303) 866-1237

District 2: Mark Udall
128 Canon House Building
Washington, DC 20515
Phone: (202) 225-2161 Fax: (202) 226-7840
(303) 457-4500

District 3: Scott McInnis
215 Cannon House Building
Washington, DC 20515
Phone: (202) 225-4761
(719) 543-8200 Fax (719) 543-8204

District 4: Bob Schaffer
422 Cannon House Building
Washington, DC 20515
Phone: (202) 225-4676
(970) 493-9132 Fax (970) 493-9144

District 5: Joel Hefley
2351 Rayburn House Building
Washington, DC 20515
Phone: (202) 225-4422
(719) 520-0055 Fax (719) 520-0840

District 6: Tom Tancredo
1123 Longworth House Building
Washington, DC 20515
Phone: (202) 225-7882
(303) 796-7479 Fax (202) 226-4623

COLORADO COMMUNITY CALENDAR OF EVENTS

JANUARY 1999

January 20 - Team Colorado Annual Membership Meeting. Officers will be elected and new board members added. Meeting at the Center. 303-629-9GAY.

January 21 & 28 - Rainbow Alley Facilitator Training; 6:00 - 8:00 p.m. at the Center. 303-832-2260.

January 23 - CPC Statewide Membership Meeting new member orientation at 10 a.m.; general meeting; 10:30 a.m. - 2:30 p.m. 2945 N. Federal Blvd. 303-866-0908.

January 23-30 – Aspen Gay Ski Week Team Colorado participates. 303-629-9GAY.

January 25 - Book Review of Stealing Jesus, discussion of tactics to refute the "religious right" in Aspen. 12:00 p.m. 303-839-5540.

January 27 - CSSC Safe Schools Panel Snowmass 6:00 p.m. 303-839-5540.

January 28 - CBC Social Mixer Cuttin' Loose Salon, 6265 E. Evans Ave. 6:00-8:00 p.m., cost $3 for members, $5 guests. 303-595-8042.

January 29 – Equality Colorado Lobby Day. Fifth annual chance to learn about the legislative process and discuss legislation concerning GLBT people with your state legislators.

January 29 - "From Taunting to Terrorism: Making Schools Safe for All Youth." Luncheon panel at Central Presbyterian Church 12:00-1:30 p.m. Cost $12. 303-839-5540.

January 30 - Gender Identity Center Semi-annual membership, meeting; 7:00 p.m., 9968 Apple Tree Place. 303-202-6466.

FEBRUARY 1999

February 10 - Personal Safety for the GLBT Community A four session course focusing on awareness and information. Simple self-defense techniques will also be taught. Sliding scale fee. Contact Dede or Jeremy at the Anti-Violence Project, 303-839-5540.

February 2, 9, 16 & 23 - Book Study Group. Voices of Faith sponsors a group study of Bruce Bawer's *Stealing Jesus: How Fundamentalism Betrays Christianity*. 7:30 - 9:00 p.m. Contact Kevin Maly at 303-839-5540.

February 5 - "Gross Indecency: The Three Trials of Oscar Wilde," a benefit for Team Colorado at the Denver Center for Performing Arts, 8:00 p.m. Tickets are $30/adults and $20/students. For more information contact Patrick at 303-871-8483.

February 10 - Charlie's 4th Annual Valentine Extravaganza: 25 eligible bachelors and bachelorettes to be auctioned off. Benefits Colorado AIDS Project. 900 E. Colfax Ave., Denver. 303-837-0166 x555.

February 11 - CAP the Rockies informational meeting on the 2nd Annual Bicycle Tour for AIDS. Benefits CAP Denver, BCAP, SCAP, NCAP and WCAP. 701 E. Colfax. Call 1-888-57-Bikes or 303-837-0166 for more information.

February 11 - CBC Luncheon. Lunch at Charlie's, 11:00 a.m. Cost $15 for members, $20 guests. 303-595-8042.

February 12 - Rocky Mountain Career Women's Association's Valentine's Party. Call 303-889-1001 for more info.

February 12 - Valentine's Youth Dance Rainbow Alley, 919 E. 14th. Call 303-831-0442.

February 12 - Western Equality's 2nd Annual Valentine's Dance: DJ dancing and hors d'oeuvres will be provided and a cash bar will benefit the Colorado Safe Schools Coalition and the Anti-Violence Project. 8p.m. - 12 a.m. at White Hall (600 White Ave.), Grand Junction. Tickets $7 and available by phone, 970-242-8949 or can be purchased at the door.

February 13 - Stonewall Democrats' Presidents Day Ball. Call 303-297-3908.

February 18 - Freedom to Marry: The Legal Issues Educational workshop co-sponsored by CLIP and the ACLU. 303-830-2100.

February 19-21 - Mountain States Regional HIV Conference. Sponsored by CAP. Call 303-837-0166.

February 20 - Human Rights Campaign Annual Dinner. 5:30-7:30 p.m. Cocktails; 8:00 Dinner and program. $150/person. Contact 1-800-494-8497 for tickets.

February 20 - Charlie King Benefit Concert. Join political singer/songwriter Charlie King for a concert benefitting Colorado Progressive Coalition. $15 per ticket ($10 for CPC members). Call 303-866-0908.

February 25 - Colorado Business Council Social Mixer at Governor's Park Dental, 700 E. 9th (at Washington). 6:00-8:00 p.m. Cost $3 members and $5 non-members. 303-595-8042.

February 28 - Gayeties '99 Cabaret show, Denver Gay Men's Chorus, Bluebird Theatre, 3017 E. Colfax, Denver. Doors open at 6:00 p.m.

MARCH 1999

Silent Auction from 6:00 - 7:30 p.m. Performance at 7:30 p.m. 303-832-DGMC.

March 4 - 7 - "Seeing Queerly," Mountain States Gay and Lesbian Film Festival. Opening night March 4th at the Mayan followed by reception at the Denver Design Center. Film festival March 5-7th at AMC Tivoli. For more information or tickets call 303-831-6268 x 22.

March 11 - CBC Luncheon Lunch at Charlie's, 11:00 a.m. Cost $15 for members, $20 guests. 303-595-8042.

March 11 - "Dining Out for Life." Dine out at one of 96 restaurants in the metro area and 25% of receipts to benefit Project Angel Heart. Call 303-830-0202 to get listing or for more info.

March 18 - "Spring Fling," annual fundraising event for CLIP. Featuring entertainment, food, drink and an auction. Tickets $25. Call CLIP at 303-830-2100.

March 20 - "Spring Into Equality," a beer, wine and espresso party to kick-off Equality Begins At Home's National Week of Action. At Jitters, 504 Main Street, Grand Junction. $15 cover. Benefit s Equality's lobbying efforts. For more info., call 970-242-8949.

March 25 - CBC Social Mixer. Details TBA. 303-595-8042.

March 27 - "Celebrate Spring Fever," Denver Gay Men's Chorus Concert. Featuring Coro Voce and Applause. 8:00 p.m. Montview Blvd. Presbyterian Church, 1980 Dahlia, Denver. 303-832-DGMC.

March 29 - GLBCSCC Annual Membership Meeting, Rainbow Alley, 919 E. 14th at 6:00 p.m. 303-831-6268.1377.

March 30 - "Pride Power Performance," a Lesbian Literary Creative Arts Symposium. 9:30 a.m. - 5:00 p.m. Featuring Barbara Smith. Co-sponsored by Metro State College and Equality Colorado. Contact Tara Tull, (303) 556-8441 or (303) 556-6333.

MARCH 21-27, 1999

equality begins at home

Local, statewide, and national actions promoting justice for GLBT people.

March 21 - Youth Rally and Lobby Training
Voices of Faith Actions

March 22 - Youth Lobby Day at the Capitol

March 23 - The Love Project

March 24 - County Clerk Marriage Action

March 25 - Thursday in Black/Clothesline Project

March 26 - Colorado "No Hate Day"

March 27 - Closing Celebration
Sponsored by Equality Colorado and the National Gay and Lesbian Task Force.

Call Nick Sarchet, EBAH Coordinator, at 303-839-5540 for more details.

Community Forum

Gay Civil Rights: A Cause That Can Speak Its Name

Ben Kemena

THE MARCH FROM STONEWALL to the millennium continues as gay and straight struggle toward a "more perfect union" in these United States. Securing invitations to American roundtable discussions remain tenuous at best for gays, but in those arenas of participation, it remains not only important for gays to be heard - it is important to be known and understood. Gay civil rights must be understood at a grass-roots level: city to suburb, neighborhood to borough, and person-to-person. Our cause is just, but it is our personal interactions that actually build coalitions and challenge ignorance. Gay civil rights, as human rights, are championed by people who care about one another. Equality begins at home.

The push for gay civil rights remains fragile. Some events were expected. Ross Perot rescinded gay-rights benefits offered to his Dallas company employees. Pat Robertson predicted calamity in Orlando, Florida after the city allowed gay pride celebrations. Some events were stunning. Maine reversed its position as one of only eleven (now ten) states that protected homosexuals from discrimination in housing and employment. Gay civil rights measures took similar beatings in Hawaii, Alaska, Arkansas, and Colorado in November elections. Some events were exasperating. The Anglican Lambeth conference condemned homosexuality; the United Methodist's Judicial Council institutionalized anti-gay policies; and the National Council of Catholic Bishops revised their landmark document, "Always Our Children." Some events were cruel, ignorant and misinformed. The irresponsible so-called "ex-gay" American newspaper advertisements coordinated by Gary Bauer's Family Research Council and James Dobson's Focus on the Family come to mind. Some events were shocking. Matthew Shepard's brutal murder in Laramie, Wyoming is one of too many hate crimes.

Gay bigotry has been emboldened to find a shrill voice. It is a language of shame, confederacy, ignorance and fear. The work required to meet the challenge of bigotry seems colossal - almost overwhelming - but equal to the challenge are the opportunities! The enemy is more about ignorance than hate; I remain optimistic that goodwill, understanding, and love will ultimately prevail. It is an optimism born in the efforts of courageous people who champion gay civil rights.

"Gay bigotry has been emboldened to find a shrill voice. It is a language of shame, confederacy, ignorance and fear. . . . I remain optimistic that goodwill, understanding and love will ultimately prevail. It is an optimism born in the efforts of courageous people who champion gay civil rights."

Hope, not hate, has been the mantra of gays for centuries. In the midst of bigoted persecution, there has been heartening support from the Oregon State Court of Appeals recognizing gay couples as a constitutional issue. In a statement from its national board, the American Psychiatric Association voted unanimously against so-called "gay conversion" therapies. The voters of South Portland, Maine, approved gay civil rights with respect to housing and employment. Miami Dade Commission voted to extend similar civil rights to gays in those Florida communities.

These victories are a result of activism in the cause of civil rights- specifically, gay civil rights. Gay support needs a consistent and collective voice. All are invited to activism! Activism on behalf of gay civil rights requires three basic ingredients; vigilant awareness of issues, healthy self-assessment, and vulnerable sharing. What do I mean by this? After all, most of us don't have the privilege of being a full-time gay civil rights activist in Washington, DC.

First, all of us must commit ourselves to staying informed. It is so simple a task. This means devoting some of our attention to news and current events, voting, and petitioning as we are able. Even closeted gay people can do this as aspirations and common goals are shared. The need for thinkers, speakers, stewards, shepherds, donors and mentors continues within gay activism circles. Stay familiar with the issues and issues. And donate your "informed self"

see page 10

Are You And Your Lover "Money Compatible"?

Sally Jo Button

YOU ARE ATTRACTED. You go out together...more than once or twice. Consciously or unconsciously, you are asking yourself if you want more. And you are still doing this on the 7th or 10th date. At this point (if you're lesbians you might already be living together), you may be asking yourself if there is potential for a serious/monogamous long-term relationship. Do we enjoy doing things together? Do we have similar values? Are we compatible in money matters?

Probably, not enough pay attention to the money questions early enough in this process. Just as in every aspect of gay/lesbian relationships, we have to "make it up as we go." On face value, we may reject the assumption of the heterosexual married model which assumes "what is his is mine and what is mine is his." Yet, this most fundamental and important issue of whether to co-mingle or not to co-mingle is not the only question. Complex practical and psychological issues exist in the relationship each of us has with money. They are compounded when two lovers begin the dance with money as each of our partners. There is the you and your money, your lover and his/her money, you and your lover, you and your lover's money, and your lover and your money.

Great research written in American Couples pointed out that men were more likely to attribute power and identity to money while women were more apt to attribute autonomy and security to money. Thinking about security, it is easy to understand why trust is extremely important for a woman before she will co-mingle funds with a lover. In regard to power, it is understandable that a male with significantly fewer financial resouces may not feel strong in a relationship.

Don't be fooled. You think you are disagreeing (substitute fighting) about money. Instead, major ISSUES that exist in the relationship including control, irresponsibility, power, fairness, deserving, etc. could be flaring. Sara (analytical and a careful spender) and Nancy (hasn't balanced her paycheck and misplaced a pay-check once for over a month without realizing it) were arguing because the joint checking account was overdrawn, yet bills were due. Sara thought Nancy was irresponsible, Nancy thought Sara was being a bit extreme and more than a little anal. Why was money such a big deal? Well, Sara's sense of security was being threatened, and her trust with Nancy undermined. Do you wonder if this could come up again in areas unrelated to money? This writer suggests that you use money disagreements as signals; stop arguing about the dollar amounts and get to work on the ISSUES. The ISSUES will come up over and over in time.

Love does NOT conquer all. You CAN love and not want to co-mingle. Robert, totally in love with Jim, wanted to buy a home together. Yet, what Robert has heard about Jim's late car payments when he was in school scared Robert. What if they bought a house which required both incomes to afford and Jim later proved willing to skip a payment? Robert was more than curious that he could love, yet not trust enough to co-own... until he talked to Jim and understood the late car payment story.

Even though there were statistically differences between men and women when it came to money attributes, it was universal that all individuals in a relationship had a common need: A sense of Fairness.

WHAT TO DO:

1. Talk. Separate the issues. Discuss fairness, and personal issues with power, autonomy, identity and security. Listen. Respect. Remember.
2. If you have different levels of income and net worth, acknowledge the imbalance. Get creative about how you will or will not do things that one can afford but the other cannot. Admit the implications this has for power and autonomy in the relationship; that it may disrupt equanimity in non-monetary areas of your relationship; and talk some more.

3. Concentrate your conversation with mutual dreams for today, and for the future. Do you want to live modestly day-by-day so you can afford extra travel? Look at what each of you really wants in life. What kind of a home and furnishings, vehicle, travel, retirement, etc. Remember that there is joy in looking ahead to 1999, and to a future together, in love and money!

NEXT ISSUE: How gay/lesbian relationships are not equal in the legal and financial realm

Sally Jo Button, C.F.P., M.E.D., M.S. is a fee-based financial planner and registered investment advisor in Denver.

Out and About News & Notes

STATE REPORT CITES HARASSMENT OF GAY STUDENTS

Seattle Times, January 5, 1999
by Tim Klass

Eight gang rapes and lesser harassment of students viewed as gay, lesbian, bisexual or transgender have been reported in the state's schools since 1994, according to a report issued yesterday.

In two cases, high-school boys committed suicide because of harassment, the Safe Schools Coalition of Washington State concluded. Dozens of others said they cut themselves, smoked or drank heavily and experienced nightmares and other distress. The reports came from victims as young as 6.

"Every year we've consistently had someone younger targeted than the year before," said Beth Reis, principal investigator of the project.

Her 80-page report may represent only the tip of an iceberg that could include thousands of unreported incidents ranging from anti-gay jokes to beatings and sexual assaults, she said.

"Harassment and violence perpetrated against anyone are wrong, and prevention of these acts is a crucial public-health concern," said Dr. Alonzo L. Plough, director of the Seattle-King County Public Health Department.

The Health Department, where Reis works as an educational consultant, is one of 74 public and private agencies in the coalition. The 80-page compendium listed 111 episodes, including 47 detailed in previous reports, 37 that had not been included in earlier annual reports and 27 from the 1997-98 school year.

Because of confidentiality concerns, no names, dates or places were given for any of the incidents.

The report recommended better teacher training on homosexuality, school-district bans on anti-gay language and other harassment, mental-health support for sexual minorities, education for students on sexual-orientation issues and other measures.

Incidents were reported at 73 schools – seven elementary, 15 junior-high or middle, 40 high and nine alternative, one reservation and one private – in 37 urban, suburban and rural school districts in 13 of Washington's 39 counties.

BOTH SIDES ON SAME SEX LIKE PROPOSAL

Cayetano's plan gives gay couples benefits but not parental rights

Honolulu Star Bulletin, January 6, 1998
by Mike Yuen

For years, civil-rights attorney Dan Foley and community leader Jack Hoag have been on opposite sides of the same-sex marriage fight.

But now Foley and Hoag appear to have found common ground with Gov. Ben Cayetano's proposal for domestic partnerships, which would give gay couples many of the rights and benefits related to marriage while still withholding the title of marriage. The reason: Cayetano's bill, which will be introduced later this month, doesn't include adoption and parental rights for gay couples.

Hoag said that is where he draws the line. And that is where Hoag, a leader in the campaign that passed the constitutional amendment allowing the legislature to ban same-sex marriage, believes the majority of isle residents also draw the line.

Cayetano, who has long favored domestic partnerships, said yesterday that he doesn't believe that gay couples should have adoption and parental rights. But excluding these two rights, his domestic partnership bill will have a much greater chance of winning legislative approval.

"I realize that this is an issue of contention with those who favor domestic partnerships," Cayetano said. "But I'm trying to be very practical about this. I think what we can achieve today is to make some progress in terms of the financial rights and other kinds of rights, which would have nothing to do with raising children or with adoption."

Foley, who represents the three gay couples who sued the state for the right to marry and who is still fighting for same-sex marriage in the courts, said he understands "the political realities" of Cayetano's proposal.

"I can't have everything I want when I want it. I'm a big boy. I know that," said Foley, who contends that there is no legal or factual basis to withhold adoption and parental rights from gay couples.

"We're still pursuing full equal rights in the courts; you can't bet anything on what the courts would do," Foley added. "But the governor's bill would be a major step forward. If it is adopted by the Legislature, it would move the state forward in treating gays and lesbians equally."

Cayetano wants his initiative to replace the reciprocal benefits measure that the Legislature passed in 1997 that was unprecedented in the nation for granting the most extensive civil rights to gay couples outside of marriage. But while it extends to homosexuals rights such as hospital visitation, health benefits, probate and property transfers, Cayetano felt it was flawed because it also applied to "nontraditional relationships" such as between a widowed mother and her unmarried son."

Hoag said: "Our group awaits to see the full scope of the governor's bill before we pass judgment on its merits. But we're pleased he has stopped short of parental and adoption rights."

Hoag also said he hopes the tentative support that Cayetano's bill has won from him and Foley signals that the community has begun healing after the emotional and divisive fight over the marriage amendment.
Mike Gabbard, one of the foes of same-sex marriage who sees domestic partnerships as simply a different name for same-gender unions, said: "We should just stick with the (reciprocal beneficiaries law). Let's get down to the main business at hand and fix the economy and get off of this stuff."

Foley said that prohibiting gay couples who enter into domestic partnerships from having adoption or custody rights creates "a stranger in the household" if a child also lives under the same roof.

"If only one is the legal parent, then the other has no legal responsibility to the child," Foley said.

Consider a case in which a woman, a lesbian, is divorced from her husband and has custody of their child, Foley said. The woman then has a relationship with another woman, who becomes the provider for the household that includes the two women and the divorced lesbian's child. If the couple breaks up, the woman who has been the provider would have no responsibility for child support. "I don't see how that helps the child," Foley said. "When a child is involved, it is primarily duty — not rights — that must guide the adults. That kid has less rights than a kid in a straight household."

Foley said Hawai'i has no restrictions prohibiting a homosexual adult from adopting a child.

FIRST OPEN LESBIAN SWORN IN TO U.S. CONGRESS

Gay and Lesbian Victory Fund
by Kathleen DeBold

WASHINGTON, DC - 6 January 1999 - Victory Fund winner Tammy Baldwin made American political history when she was sworn into office at noon today as the United States Representative from Wisconsin's 2nd Congressional District. An open lesbian, Baldwin is the first openly gay non-incumbent ever to serve in the U.S. Congress. [In related news, openly gay Mark Pocan, the Victory Fund- supported candidate for the Wisconsin State Assembly seat being vacated by Baldwin, was sworn into office, January 4 in Madison, Wisconsin.]

"Tammy Baldwin's very presence on the floor of the House will have a phenomenal impact on breaking down antigay barriers across the country," says Victory Fund Executive Director Brian K. Bond. "Thanks to live televised coverage of Congress, millions of Americans will now see an extraordinary Congresswoman - who happens to be a lesbian - fighting for things they care about - like health care and education. And they, like the fairminded Wisconsinites who sent Tammy to Washington, will be able to move beyond the issue of sexual orientation and realize that good government comes from good leadership - which is exactly what Congresswoman Baldwin brings to the House."

The Victory Fund also hailed Tammy's place in history as an exceptional role model for gay, lesbian, bisexual and transgendered youth. "Like all young people, gay kids need someone to look up to, something to aspire to and someplace they can feel safe," says Victory Fund Political Director Kathleen DeBold. "The opening of Tammy Baldwin's Congressional Office has given them all three."

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Equity Fund

Celestial Benedictions In Dark Disguises

Joanna C. Dueñas

Since November 4, 1998, my family and friends have heard me frequently describe the election results that ushered Governor Owens and a Republican majority legislature into office, as "celestial benedictions in dark disguises," to borrow a line from Henry Longfellow. I have gotten quite used to this same cynical lot bemoaning my words of optimism as delusional. I actually believed that Gail Schoettler would pull off a miracle win.

Well, sort of. I spent the last five months leading up to the election, coordinating Equality Colorado's voter registration and get out the vote efforts in the metro Denver area. On some level, I knew then, as I know now, that Colorado would likely seat a more conservative legislature and governor, save for divine intervention. The sage prediction was that most Coloradans were not paying much attention to this election because they were quite content with their everyday lot, save for the need to repair their roads and their kid's schools.

The word on the street was that Schoettler didn't inspire the masses (as if Owens did) and that Owens would get out enough die-hard conservative voters to eke out a win. She didn't, he did and the rest is history.

Now, the overwhelming notion is that we who exist in the center to left wing of the political spectrum are doomed to times of absolute exclusion and harassment from these political and religious extremists who have hijacked the Republican party.

The lessons learned: no two Republicans are alike; and fiscal zealots don't always equal "moral jihadists?" More than ever before, we must reach out to our moderate allies and we must continue to ask for help in the all the ways necessary.

The politic of exclusion in this state created Equality Colorado and also created a more cohesive and connected gay, lesbian, bisexual and transgender (GLBT) community. Let's take that lesson and as a community learn to support the very organizations who have been carrying the torch of grassroots organizing in our state as it relates to GLBT issues and concerns...Equality Colorado

I find Colorado's political landscape rife with opportunities for our community, a bit Pollyanna, I know, but that's usually where I operate, in the optimist's zone.

As the new Development Director, it is my charge to coordinate and craft the message about why giving your time, money and volunteer hours are so important to a small organization like Equality Colorado. I truly believe that by making a clear case to you our community of supporters - friends, family and allies - that you will surely want to contribute to the building of a movement, a movement striving for a just and fair society.

Equality Colorado is the only statewide GLBT organization. With this tremendous responsibility comes the growing need for resources. The truth of the matter is, we field the calls regardless the budget we have. More resources result in more people being served. And what are some of the typical calls we get?

A call to start-up a library project in rural and small towns like Brush, Colorado, so that GLBT people there don't feel so isolated - Field Organizing

GLBT youth at a neighboring high school calls to tell us he/she is being harassed and beaten up for being openly gay - Anti-Violence Project

Faith communities and individuals working for justice continue to try to reconcile their treatment, what more recognition of GLBT people in their churches, synagogues and houses of worship - Voices of Faith Program

Many of our legislators and now our new Governor, are on public record as saying they will pass and sign anti-gay marriage legislation further codifying discrimination against GLBT persons - Public Policy

Every call and walk-in, email and letter does matter, as does every dollar, in-kind donation, volunteer hour, and house party sponsored. We thank you kindly for your support. We ask you to continue to keep supporting this very important work we do. Why? Because you are all the celestial benedictions in our days of dark disguises.

continued from page 8

(not just money) whenever possible on matters of civil rights concern.

Second, we must commit ourselves to staying healthy- mentally, emotionally, spiritually and physically- particularly in a society that is not always gay-accepting. The effectiveness of our outreach and activism will be direct function of our personal wellness. It is tempting to ponder "giving up or giving in"- hoping other like-minded people will carry the torch of gay civil rights. It is also compelling to devote one's life so thoroughly to injustice as to fall prey to emotional, spiritual, and/or physical martyrdom. But the process of our struggle to nurture enlightenment against ignorance asks us to walk a path between the extremes of resigned abdication and personal annihilation. We are called to build bridges of understanding between ourselves and others in *good faith- staying healthy*, bright and vital- so that the eloquent poetry of our personal life stories may shine.

Third, we must share prudently and vulnerably. For some, activism means being "out" if only to one's self. For others, it may mean pursuing corporate domestic partnership recognition or sexual orientation anti-discrimination protection. And for others, it may mean working on national legislation or judicial reviews. All of us have an important role. Never underestimate the power of sharing your personal story, dreams and aspirations. Being yourself and sharing your life- to any degree- is a crucial part of understanding and the root of activism. Though gay civil rights is a righteous and moral cause, we will change hearts and opinion through personal witness. Remember, no one tells our stories except ourselves. Change comes slowly to the human condition, particularly in a society governed by consensus. There are precedents for societal change in the United States. A historical perspective helps frame the struggle for justice and equality and calls us to patience and perseverance. After the Emancipation Proclamation of 1863, it was over a century before another significant piece of federal legislation was passed to protect minorities of race, color and creed. The only significant legislation representing the voice of women in this century occurred in 1920 with women's suffrage- the Equal Rights Amendment failed ratification. Gay intimacy is a felony in many states- and it remains legal to deny gays housing and employment in forty states simply for being gay. Challenging ignorance is arduous and time consuming. But this is not an invitation to apathy or undue burden; rather, it is an invitation to patience, discernment, vulnerability and sharing as genuine activism.

To every creed, color, and ethnicity- male and female, gay and straight or those in spaces that our unsophisticated language fails to illuminate adequately- stay aware, live well, and share. Live the most honest, authentic, and integrated life that you can (and it is a process so be forgiving of yourself and others- levity helps!). To the extent able, make human rights, including gay civil rights, your business and get involved. Stretch when you can make a difference without placing your personal survival in peril. And know that perhaps the greatest activist contribution towards gay civil rights is genuinely and vulnerably sharing with your self, partner, friends, family, colleagues, or church. The core of human rights is caring for one another. Equality begins at home.

Ben Kemena is on the Advisory Board of the Voices of Faith Program

Yes! I want to support Equality Colorado's work to secure equality for all....no exceptions.

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Out and About

Equality in the Field

EQUALITY COLORADO WELCOMES NEW STAFF

With the opening of our new offices in Colorado Springs and Grand Junction and the departure of much beloved Field Director, Jonathan Kelley, Equality Colorado is pleased to announce the arrival of three new staff persons to our growing family. Equality Colorado is now up to seven full-time paid staff, thanks in large part to the continued support of the GLBT and allied communities throughout this state.

Hope Artichoker, Community Organizer. Hope became involved with activism at the tender age of 15 doing reproductive rights work. She worked on Native issues in high school and then came out when she was 18. Hope has been involved with the queer community in Minnesota, having organized conferences for Queer activists there. She also worked for District 202, a queer youth center in Minneapolis. Hope was born and raised in South Dakota, but has lived in Minnesota most of her life. At 23 years of age, she is excited about beginning a new chapter in her life in Colorado.

To contact Hope at the Denver office:
Equality Colorado
P.O. Box 300476
Denver, CO 80203
(303) 839-5540
email: echopea@aol.com

Kathryn Christian, Anti-Violence Project Western Equality Associate. Kathryn is a native Coloradan. She was raised in western Colorado, attending public school and graduating from Mesa State College in Grand Junction. The Colorado Safe Schools Coalition and youth issues, generally, are of special interest to Kathryn who is spearheading the Anti-Violence Project work in Grand Junction.

To contact Kathryn at the Grand Junction office:
Western Equality
352 Rood Ave. #L
Grand Junction, CO 81501
(970) 242-8949
email: ecjunction@aol.com

Christine (Christy) Pitts, Colorado Springs Community Organizer. Christy has been a resident of Colorado Springs for 18 years. Before coming to Equality she managed "the family print shop of Colorado Springs" - First Choice Printing. Previously she owned a clothing company, Funky Frog. Christy brings with her a strong passion for equality and is excited about the expansion of Equality in Colorado Springs. She has a seven year old son, Sam.

To contact Christy at the Colorado Springs office:
Equality Colorado
125 N. Parkside
Colorado Springs, CO 80909
(719) 227-8545
email: ecsprings@aol.com

LA GUIA INC. PROMOTING DIVERSITY THROUGH INCLUSION

by Gaimé Esparza

Former La Guia members are soliciting volunteers to serve on a state-wide advisory committee to support and encourage gay, lesbian, bisexual, and transgender Latinos/as to be "out" and active in their communities.

The recent election demonstrated the importance of organizing the Latino/a constituency in the state of Colorado. The lack of a highly visible group of GLBT Latinos/as is also vitally needed as a part of that community organizing strategy.

Various versions of regional groups have formed in past years, but changes in the political climate and the continued need to make the voices of GLBT Latinos/as heard in both the larger Latino/a communities and the gay, lesbian, bisexual and transgender communities, poses continued challenges for those who self-identify as "bi-cultural."

The past leaders of La Guia are encouraging anyone interested in becoming involved with this first-ever state-wide advisory committee, to contact Equality Colorado, 303-839-5540 or by email: equalityco@aol.com, Attention: Gaimé Esparza. All interested parties will be notified about specific time, place and location of the first organizing meeting.

To respond to the needs of both our rural and urban constituencies, follow-up meetings and gatherings will be held regionally. A more complete schedule will be forthcoming in the next several weeks.

Having recently relocated to Douglas County from southern Colorado, I find that the needs of Latinos/as in urban versus rural communities are not that vastly different. The overall sentiments I hear from people is that they want to be connected, stay informed and feel empowered to influence the affairs of their daily lives. Here's your chance to help make that happen in your community.

Gaimé Esparza is co-founder of La Guia and is on the Board of Directors of Equality Colorado

5 WAYS TO STOP HATE CRIMES AND GET WITH THE PROGRAM

CONFRONT behavior on bigotry: homophobic jokes, racist comments.

REPORT all hate crimes

BE SAFE • Be Street Smart

VOTE for candidates who believe in justice.

GET INVOLVED! Volunteer our time at Equality Colorado's Anti-Violence Project, (303) 839-5540.

What Is the Colorado Safe Schools Coalition (CSSC)?

The Colorado Safe Schools Coalition is a statewide coalition of organizations and individuals working to make Colorado schools safe for youth of all sexual orientations and gender identities.

What Does the CSSC Do?

Documents school-based violence and harassment against Colorado youth on the basis of actual or perceived sexual orientation or gender identity.

Youth and school staff around the state can report anti-gay harassment by calling a 24-hour pager number staffed by members of the Anti-Violence Project at Equality Colorado. Stories and data are compiled in an annual report on school-based anti-gay violence in Colorado which is distributed to schools and made available to the public. This report highlights the extent and kinds of incidents that occur in Colorado schools, but does not reveal the identities of individuals, schools, or school districts involved. These annual reports allow us to gauge our progress in making Colorado schools safe for students of all sexual orientations and gender identities.

• *Provides crisis intervention and referrals for youth experiencing school-based violence and harassment because of actual or perceived sexual orientation or gender identity.*

Even when schools have policies and procedures that address school-based anti-gay violence, many students do not feel safe reporting such incidents to school staff, or fear no effective action will be taken. Volunteers staffing the 24-hour pager number have received special training in youth issues and school-based anti-gay violence and can provide immediate support and referrals to appropriate services, including resources located within the student's own school or school district. These efforts of the Colorado Safe Schools Coalition complement and extend school and district resources.

• *Provides schools and school staff with resources, training, and information relating to different sexual orientations and gender identities so that they can more effectively serve their students.*

The Colorado Safe Schools Coalition is a clearinghouse for information on speakers, workshops, materials, and one-on-one technical assistance. We can provide education tailored to the specific needs of administrators, teachers, counselors, social workers, nurses, school-based clinical staff, and other school personnel. Information on school-based clubs (gay-straight alliances) and support groups is also available.

• *Educates the public about the need for understanding and acceptance of all youth regardless of sexual orientation or gender identity.*

The Colorado Safe Schools Coalition and many of its member organizations reach out to parents, community groups, and the general public to proved factual information on this critical aspect of school safety.

For more information about the Colorado Safe Schools Coalition,, contact Deryk Standring at (303) 839-5540.

Notable Quotables

"Sometimes you just have to stand up for what is natural inside of you... My point is we don't need to codify sexual confusion that's not a problem... If you've got male parts, you're male."

Bennie Milliner, Denver Public School board member

"Paul Cameron of Larkspur threatened a lawsuit, saying: "You are about to further the interests of the gay movement." Cameron added that 'scientific literature' proves that gay teachers are more likely to have sexual relations with students."

From the Rocky Mountain News, January 7 *article by Brian Weber*

[In response to Brian Weber] "I find what you said totally reprehensible... I have no problem promoting gay rights. My heart is racing . My blood is boiling. I'm so disgusted by what you said."

Elaine Berman, Denver Public School board member

"You can stick it where the sun doesn't shine."

Bennie Milliner, Denver Public School Board member, later responding to Paul Cameron's claim of "scientific evidence"

"Children of lesbian moms have the same right to be proud of their lineage and get to know their family history. 'Once upon a time, there was Auntie Sarah, who dated your Mommy Suzy. Then Auntie Sarah started dating Mommy Liz on the side. After Mommy Suzy broke up with Auntie Sarah, she moved in with Auntie Karen. Auntie Karen dumped Mommy Suzy for Auntie Sarah, so your Mommy Suzy and Mommy Liz could get together and create you.' Who knew that all that heartache was just nature's way of providing us with an extended family of loving babysitters?"

Suzy Berger in the book A Funny Time To Be Gay

"I am in favor of committed relationships, regardless of the sexes of the individuals. I think what makes religious conservatives uncomfortable at the notion of same-sex committed partnerships is the term 'marriage.' Call it what you will, legally recognized domestic partnerships carrying equal legal entitlements should be available to everyone."

Abigail Van Buren, "Dear Abby"

"It reminds me a little bit of a version of the movie 'Groundhog Day'... These people want to live the same issue over and over again, when the fact is they lost and this community should be able to move on."

Greg Walta, Colorado Springs attorney, on Colorado For Family Values' failed petition drive in Colorado Springs, to bring the human rights ordinance, which would have excluded sexual orientation, to the vote of the people

"An essential part of the Boy Scout message is to be morally straight... A boy should be morally straight. (The Boy Scouts) think the view that homosexual conduct is an acceptable way of conducting oneself, is not morally straight, and they seek to exclude that view from the positions of persons in scouting leadership, who the boys are supposed to model and copy in their daily lives,"

George Davidson, an attorney for the Boy Scouts

"Even known homosexuals are allowed on campus as long as they don't flaunt their lifestyle. It's only when it becomes a matter of someone who clearly knows better -- an alum -- that it becomes an issue."

Jonathan Pait, spokesman for Bob Jones University on the school's decision to bar gay alumni from returning to campus

"There is some relief. Certainly there's no embarrassment."

Congressman Jim Kolbe in a statement acknowledging that he is gay

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